

Strengthening Teacher and Leader Effectiveness

Grantee Information:

Grantee: **William Floyd Union Free School District**

Partner: **The William Floyd Teacher Center**

Abstract:

The William Floyd Union Free School District (UFSD) is engaged in implementation of several initiatives which will enable all administrators and teachers to achieve high levels of effectiveness in order to improve student personal growth, learning, and achievement in all subgroups while preparing all to graduate college and career ready. These initiatives are in alignment with our district and the Race to the Top Scope of Work (RTTT SOW) goals and objectives, and our vision for 2020. We are cognizant of what is required for students to be college and career ready and know that the Teacher Leader Effectiveness (TLE) continuum will assist us in achieving our goals. Upon analysis of the TLE continuum, we have begun to implement several components in order to meet the goals and objectives outlined in our RTTT SOW. We will use grant funds to strengthen TLE components which will result in an increase in students' social, emotional and academic achievement. Teachers and leaders will be empowered to leading all students including students with disabilities, black, Hispanic, English language Learners, and economically disadvantaged subgroups to graduate college and career ready.

To prepare our students for the 21st Century Workforce, our own teachers and leaders need to be part and parcel of 21st Century Learning. This necessitates a comprehensive TLE continuum, which includes a cohesive and well-developed cycle of the TLE components, which include Preparation, Recruitment and Placement, Induction and Mentoring, Evaluation, Ongoing Professional Development, Performance Management, and Career Ladder. The William Floyd UFSD has each component in various stages of implementation. Grant funds will be utilized to close the gaps and enhance the following TLE continuum components: Recruitment and Placement; Evaluation; Professional Growth; and Performance Management. Through our partnership with the William Floyd Teacher Center and the STLE grant funds, we can enhance our plan by planning and providing high quality professional development which will enable our teachers to provide rigorous instruction to all students including our Students with Disabilities, Black, Hispanic, English Language Learners, and Economically Disadvantaged subgroups so they can make significant growth and achievement in Literacy and across all content areas.

Strengthening TLE components will establish a fully functioning TLE continuum that the district will be able to sustain. This grant will enable the William Floyd UFSD to enhance TLE components necessary to leading our teachers and leaders to become and maintain Highly Effective/Effective levels of success. The components of Evaluation, Professional Development and Performance Management cannot be insufficient in any area as each is dependent on the other and enables effective decision making in Recruitment and Placement and planning for implementation of a Career Ladder. Our goals in the areas of Recruitment and Placement, Evaluation, Professional Development, and performance will enable us to enhance areas of the TLE continuum ensuring all William Floyd UFSD's teachers and leaders are Highly Effective/Effective in order to close achievement gaps with our subgroups, which will result in an increased graduation rate, college and career readiness, and college persistence.

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